



Office of Labor Standards ♦ Seattle Office for Civil Rights

JUNE 2015 MONTHLY DASHBOARD

Seattle Labor Standards

- Paid Sick and Safe Time (PSST) 09/01/2012
- Job Assistance Ordinance (JAO) 11/01/2013
- Wage Theft (WT) 04/01/2013
- Subset of Wage Theft Minimum Wage Ordinance (MWO) 04/01/2013

A. Employer Technical Assistance

	June 2015	Year to Date	Since Implementation
PSST	31	284	2878
JAO	2	26	159
WT	41	665	758
MWO	33	610	702
Total	74	975	3795

B. Employee Intake

	June	Year to Date	Since Implementation
PSST	20	131	750
Investigation			
Info Provided			
Referral			
Insufficient Info			
JAO	3	12	69
Investigation			
Info Provided			
Referral			
Insufficient Info			
WT	17	71	71
Investigation			
Info Provided			
Referral			
Insufficient Info			
MWO	17	64	64
Investigation			
Info Provided			
Referral			
Insufficient Info			
Total	37	211	887

C. Investigations - NEW

	June 2015	Year to Date	Since Implementation
PSST	6	27	80
JAO	0	18	51
WT	7	27	27
MWO	6	25	25
Total	13	72	158

D. Investigations – CLOSED*

	June	Year to Date	Since Implementation
PSST	3	20	57
Dismissal			
Settlement			
No Violation			
Violation			
Employer Appeal			
JAO	2	27	49
Dismissal			
Settlement			
No Violation			
Violation			
Employer Appeal			
WT	-	-	-
Dismissal			
Settlement			
No Violation			
Violation			
Employer Appeal			
MWO	-	-	-
Dismissal			
Settlement			
No Violation			
Violation			
Employer Appeal			
Total	5	47	106

E. Investigations – OPEN

	Currently (as of July 1, 2015)
PSST	23
JAO	2
WT	27
MWO	25
Total	52

F. Average # Days to Resolve Case

	June 2015	Year to Date	Since Implementation
PSST	128 days	143 days	135 days
JAO	80 days	83 days	87 days
WT	-	-	-
MWO	-	-	-

G. Remedies

	June	Year to Date	Since Implementation
PSST	-	\$3,766.92	\$32,365.63
# Employees			
\$ Employee Remedy		\$3,641.92	\$32,115.63
Civil Penalties		\$125	\$250
% Collected			
JAO	-	\$750	\$19,250
# Employees		3	3
\$ Employee Remedy		\$750	\$19,250
Civil Penalties		-	-
% Collected			
WT	-		
# Employees			
\$ Employee Remedy			
Civil Penalties			
% Collected			
MWO	-		
# Employees			
\$ Employee Remedy			
Civil Penalties			
% Collected			
Total	-	\$4,516	\$51,615

*Separate Private Settlement

PSST - \$13,500

JAO - \$750

*Compliance Letters - For initial implementation of MWO, the primary enforcement method is a "Compliance Letter" that initiates a full investigation, secures a full remedy if there is a violation, but does not impose penalties. OLS will file a formal charge only if the alleged violation is egregious (e.g. retaliation, repeat violations, failure to pay hours worked off the clock).

*Advisory Letters - For initial implementation of PSST and JAO, the primary enforcement method was an "Advisory Letter" that informally resolved complaints. By January 2015, when SOCR discontinued this method, the office had resolved 196 PSST and 11 JAO Advisory Letters.